

**Exhibit 1**

Reference Number	Plan	Proposed 2013 KEIP/KERP Award		
		Annualized		Pro-Rata
		Target Annualized KEIP / KERP Award	Maximum Annualized KEIP / KERP Award	Target KEIP/KERP Award Based on Duration of Employment
1	Estate KEIP	750,000	937,500	750,000
2	Estate KEIP	175,000	218,750	175,000
3	Estate KEIP	183,000	228,750	183,000
4	Estate KEIP	125,000	156,250	125,000
5	Estate KEIP	525,000	656,250	525,000
6	Estate KEIP	400,000	500,000	400,000
	<b>Subtotal Estate KEIP</b>	<b>2,158,000</b>	<b>2,697,500</b>	<b>2,158,000</b>
7	Executive KEIP	700,000		350,000
8	Executive KEIP	500,000		250,000
	<b>Subtotal Executive KEIP</b>	<b>1,200,000</b>		<b>600,000</b>
9	Estate KERP	90,000		90,000
10	Estate KERP	32,000		32,000
11	Estate KERP	14,400		14,400
12	Estate KERP	9,215		9,215
13	Estate KERP	9,157		9,157
14	Estate KERP	7,213		7,213
15	Estate KERP	7,072		7,072
16	Estate KERP	50,420		50,420
17	Estate KERP	112,500		112,500
18	Estate KERP	42,644		42,644
19	Estate KERP	29,639		29,639
20	Estate KERP	23,088		23,088
21	Estate KERP	57,577		57,577
22	Estate KERP	27,043		27,043
23	Estate KERP	20,786		20,786
24	Estate KERP	20,183		20,183
25	Estate KERP	21,908		21,908
26	Estate KERP	29,471		29,471
27	Estate KERP	26,706		26,706
28	Estate KERP	20,109		20,109
29	Estate KERP	16,646		16,646
30	Estate KERP	18,000		13,500
31	Estate KERP	18,000		15,000
32	Estate KERP	20,000		15,000
33	Estate KERP	20,000		16,667
34	Estate KERP	133,000		133,000
35	Estate KERP	85,800		85,800
36	Estate KERP	90,963		90,963
37	Estate KERP	55,000		55,000
38	Estate KERP	18,025		18,025
39	Estate KERP	11,391		6,645

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40	Estate KERP	81,250		81,250
41	Estate KERP	73,439		73,439
42	Estate KERP	71,500		71,500
43	Estate KERP	18,226		18,226
44	Estate KERP	35,550		35,550
45	Estate KERP	15,683		15,683
46	Estate KERP	28,947		28,947
47	Estate KERP	16,500		16,500
48	Estate KERP	69,525		69,525
49	Estate KERP	81,250		81,250
50	Estate KERP	34,680		34,680
51	Estate KERP	36,720		36,720
52	Estate KERP	44,580		44,580
53	Estate KERP	32,569		32,569
54	Estate KERP	9,000		9,000
55	Estate KERP	15,740		15,740
56	Estate KERP	102,000		102,000
57	Estate KERP	285,500		118,958
58	Estate KERP	85,000		85,000
59	Estate KERP	85,000		85,000
60	Estate KERP	58,000		58,000
61	Estate KERP	43,500		43,500
62	Estate KERP	56,000		56,000
63	Estate KERP	24,000		18,000
64	Estate KERP	60,500		60,500
65	Estate KERP	23,000		23,000
66	Estate KERP	21,000		21,000
67	Estate KERP	40,000		40,000
68	Estate KERP	25,000		25,000
69	Estate KERP	18,750		18,750
70	Estate KERP	35,000		35,000
71	Estate KERP	18,000		18,000
72	Estate KERP	12,000		5,000
73	Estate KERP	19,000		19,000
74	Estate KERP	18,000		18,000
75	Estate KERP	20,750		20,750
76	Estate KERP	15,000		11,250
77	Estate KERP	18,000		18,000
78	Estate KERP	15,000		11,250
79	Estate KERP	19,000		19,000
80	Estate KERP	14,500		14,500
81	Estate KERP	14,000		14,000

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82	Estate KERP	13,700		13,700
83	Estate KERP	15,000		15,000
84	Estate KERP	17,000		17,000
85	Estate KERP	12,000		12,000
86	Estate KERP	12,000		12,000
87	Estate KERP	12,500		5,208
88	Estate KERP	15,000		15,000
89	Estate KERP	12,000		12,000
90	Estate KERP	7,500		7,500
91	Estate KERP	26,000		26,000
92	Estate KERP	39,000		39,000
93	Estate KERP	7,000		3,500
94	Estate KERP	235,500		117,750
95	Estate KERP	17,000		8,500
96	Estate KERP	15,000		15,000
97	Estate KERP	173,000		173,000
98	Estate KERP	130,000		130,000
99	Estate KERP	87,500		87,500
100	Estate KERP	50,000		50,000
101	Estate KERP	62,500		62,500
102	Estate KERP	80,000		80,000
103	Estate KERP	25,000		25,000
104	Estate KERP	39,500		39,500
105	Estate KERP	30,000		30,000
106	Estate KERP	20,000		20,000
107	Estate KERP	17,500		17,500
108	Estate KERP	20,000		20,000
109	Estate KERP	20,000		20,000
110	Estate KERP	40,000		40,000
111	Estate KERP	24,000		24,000
112	Estate KERP	50,000		50,000
113	Estate KERP	1,000		1,000
114	Estate KERP	6,500		6,500
115	Estate KERP	52,103		52,103
116	Estate KERP	1,500		1,500
117	Estate KERP	2,000		2,000
118	Estate KERP	2,000		2,000
119	Estate KERP	2,000		2,000
120	Estate KERP	1,500		1,500
121	Estate KERP	1,000		1,000
122	Estate KERP	1,000		1,000
123	Estate KERP	1,000		1,000

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124	Estate KERP	1,000		1,000
125	Estate KERP	6,000		6,000
126	Estate KERP	1,500		1,500
127	Estate KERP	1,000		1,000
128	Estate KERP	1,000		1,000
129	Estate KERP	1,000		1,000
130	Estate KERP	2,000		2,000
131	Estate KERP	1,000		1,000
132	Estate KERP	1,000		1,000
133	Estate KERP	1,000		1,000
134	Estate KERP	1,000		1,000
135	Estate KERP	1,000		1,000
136	Estate KERP	1,000		1,000
137	Estate KERP	1,000		500
138	Estate KERP	1,000		500
139	Estate KERP	1,000		500
140	Estate KERP	1,000		500
141	Estate KERP	1,000		500
142	Estate KERP	1,000		500
143	Estate KERP	1,000		500
144	Estate KERP	3,000		1,750
145	Estate KERP	1,500		750
146	Estate KERP	3,000		1,750
147	Estate KERP	3,000		3,000
148	Estate KERP	3,500		2,917
149	Estate KERP	2,500		1,458
150	Estate KERP	3,500		2,042
151	Estate KERP	1,500		875
152	Estate KERP	1,500		625
153	Estate KERP	4,000		2,333
154	Estate KERP	2,500		1,458
155	Estate KERP	2,000		833
156	Estate KERP	2,500		833
157	Estate KERP	3,000		1,750
158	Estate KERP	1,500		625
159	Estate KERP	1,500		1,000
160	Estate KERP	1,000		667
161	Estate KERP	1,000		667
162	Estate KERP	6,000		4,000
163	Estate KERP	48,000		28,000
	<b>Subtotal Estate KERP</b>	<b>4,467,916</b>		<b>4,081,086</b>

Note - Proposed 2013 awards do not include any amounts for administrative flexibility provisions.

Note - The Executive KEIP plan has an expected duration of four months, with a maximum possible duration of six months